

To: (All Civil Service Employees at Langley Research Center)
From: "Lesia B. Roe" <center-director@larc.nasa.gov>
Subject: CD COMM #2005-14 Career Progression Paths Team (CPPT)
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December 16, 2005

To: All Civil Service Employees at Langley Research Center
Both employees and managers have requested guidance on the Center's official processes for progression through grade levels. In response to those requests, a team has been established to develop definitive grade-level criteria as well as to document career paths for all employees. I have agreed to sponsor this team, called the "Career Progression Paths Team" (CPPT), with Ajay Kumar as the team lead and Leah Meisel as co-lead. Team membership includes representatives from several organizations across the Center: the Research and Technology, Flight Research Services, Systems Engineering, Science, and Aeronautics Research Directorates; the Strategic Partnership Planning and Management Office; the Office of Chief Counsel; and the Office of Equal Opportunity. The Office of Human Capital Management will provide guidance and support to the team. We have also contracted with the Office of Personnel Management to support development of grade-level criteria and career paths.

Over the next few weeks, the CPPT will create a charter with expected outcomes and a schedule for completion of the project, which is now tentatively scheduled for the end of March 2006. The charter will include not only the expected work products, but also an implementation plan and a communications plan. The CPPT will give regular status reports to the Strategic Leadership Council (SLC) and our senior leadership will be encouraged to relay the information to their employees.

I have asked the team to keep all civil service employees informed of their activities as they progress. Once the charter is complete, it will be posted on @LaRC along with the CPPT membership. The team will follow a process that includes engagement of the Center workforce for input.

Thanks, in advance, for your support of this effort.

Lesia